

Federal Communications Commission Washington, D.C. 20554 <div style="text-align: center;">FCC 397</div>		Approved by OMB 3060-0922 (September 2002) FOR FCC USE ONLY		
BROADCAST MID-TERM REPORT		FOR COMMISSION USE ONLY FILE NO. B397 - 20100730ACQ		
Legal Name of the Licensee NBC TELEMUNDO LICENSE CO.				
Mailing Address 1299 PENNSYLVANIA AVENUE, NW 9TH FL.				
City WASHINGTON		State or Country (if foreign address) DC	Zip Code 20004 -	
Telephone Number (include area code) 2026374262		E-Mail Address (if available) MARGARET.TOBEY@NBCUNI.COM		
FCC Registration Number 0009825456	Facility ID Number 47906	Call Sign KNBC		
TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV		
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report				
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.				
[Station List]				
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List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.				
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KNBC	47906	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	LOS ANGELES, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KVEA	19783	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	CORONA, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No

KWHY-TV	26231	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	LOS ANGELES, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No
SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:				
Name MARGARET L. TOBEY		Street Address 1299 PENNSYLVANIA AVENUE, NW 9TH FLOOR		
City WASHINGTON	State DC	Zip Code 20004-	Telephone Number 2026374262	
FILING INSTRUCTIONS				
<p>Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .</p> <p>A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.</p> <p>Consider as "full-time" employees all those permanently working 30 or more hours a week.</p>				

Section I	
Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? <input type="radio"/> Yes <input checked="" type="radio"/> No 	
If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.	
CERTIFICATION	
This report must be certified, as follows: A. By licensee, if an individual; B. By a partner, if a partnership (general partner, if a limited partnership); C. By an officer, if a corporation or an association; or D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.	
<small>WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).</small>	
I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.	
Signed	Name of Respondent MARGARET L. TOBEY
Title ASSISTANT SECRETARY	Telephone No. (include area code) 2026374262

Date
07/30/2010

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: ENRIQUE CABALLERO	Title: VICE PRESIDENT, HUMAN RESOURCES
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

Section III

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Attachment 1

Description
2010 Annual EEO Rept -- KNBC, KVEA, KWHY
2009 Annual EEO Rept -- KNBC, KVEA, KWHY

Platform Manager	07/18/09
Editorial Director	08/03/09
Traffic Coordinator	08/17/09
Local Retail Account Manager	08/31/09
Sales Manager	01/11/10
VP, Content	01/28/10
Sales Account Manager - KNBC	02/13/10
Local Business Development Sales Manager	03/15/10
Sales Account Manager - KNBC	03/22/10
Manager, Information Technology & Digital Media	05/10/10
Account Executive, Business Development	05/17/10

KVEA Hires	
Position Title	Date Filled
KVEA Account Manager	03/29/10
National Sales Manager	04/12/10

KWHY Hires	
Date Filled	Position Title
Account Manager	03/01/10
Programming Director	04/19/10

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.

See Attached Spreadsheet.

3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

KNBC: 176 Interviewees

KVEA & KWHY: 23 Interviewees

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

KNBC:

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	25
nbcunicareers.com	151

KVEA & KWHY:

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	8
nbcunicareers.com	13
Internal Transfer	1
Referral	1

5. Please summarize the station’s (or station group’s) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station’s participation in each initiative.

- Online Recruitment: All positions are posted on NBCUniCareers.com, GE Careers, monster.com, hotjobs.com, careerbuilder.com and all positions below Executive level are posted with America’s Job Bank.
- Newspaper Ads: KNBC, KVEA and KWHY run yearly ad in the LA Times (in English) directing people interested in a career with NBC/Telemundo to our website.
- Agency Outreach: Each week Human Resources sends a listing of all current NBC/Telemundo open positions to the following agencies:
 - California Chicano News Media Association
 - Los Angeles Urban League
 - American Career College
 - CA Department of Rehabilitation - Workforce Development
 - National Association of Broadcast Employees & Technicians
 - Harbor Work Source Center
 - University of Colorado at Boulder, School of Journalism and Mass Communication
 - The National Association of Hispanic Journalists
 - Native American Journalists Association
 - National Black MBA Association Inc
 - Empowering Latinas - Online Resources for Women+
- Television: Contact information is broadcast to the public daily (~10x/week) with the phone number and website for current open positions.
- Diversity Job Fairs: KNBC, KVEA and KWHY Human Resources and Staffing CoE participated in one job fairs throughout the year:

- Imagen Job Fair -. Attended by Margie Reid Garcia, KNBC KVEA KWHY HR Coordinator and Shanah Zamost, KNBC HRM on Saturday March 27, 2010.

- **Local Event Participation/Outreach:**

Date	Event Name	Company Representative (s)
01/16/09	Hope for Haiti	Station Initiative
06/01/09	Cal State Fullerton Viki Vargas Journalism Endowment	Viki Vargas
06/02/09	National Medical Fellowships Dinner	Chris Schauble
06/05/09	CCNMA Banquet	Victor Franco, Jose Valle, Maria Gutierrez
06/05/09	CCNMA Banquet	Garcia, Baldonado, Nieto, Medina, Klemack
06/05/09	CCNMA Banquet	Steve Garcia, Rebecca Nieto, Mekahlo Medina, John Klemack, Ruben Luengas, Estaban Creste, Victor Franco, Jose Valle
06/10/09	Colleen William's Casa De Los Amigas Golf Tourney	Ana Ruiz
06/11/09	VICA Hall of Fame Dinner	Fritz Coleman
06/17/09	USC Mex/Am Alumni Assoc	Victor Franco, Andrew Barnet, Mario Gonzalez, Luis farias
06/19/09	Hispanic PR Association luncheon	Victor Franco
06/19/09	Hispanic PR Association Panel	Rebecca Nieto
06/20/09	NAACP Youth Council Dinner Honoring Chris Schauble	Chris Schauble
07/16/09	ALTA Med Reception/Dinner	Marisol Acosta, Victor Franco, Jaime Jimenez
07/16/09	APALS Intern Reception	Ted Chen
07/25/09	MC-Toluca Lake Chamber of Commerce	Fritz Coleman
08/01/09	Long Beach Dragon Boat Festival	Ted Chen
08/09/09	MC-American Cancer Soc. Pacific Design Ctr	Fritz Coleman
08/11/09	Special Needs Network Dinner	Beverly White
08/13/09	Urban Media Foundation Event	Beverly White
08/21/09	IMAGEN Awards Dinner	Victor Franco, Patricia Buchanan, Silvia Hemingway
08/21/09	Imagen Foundation Dinner	Mekahlo Medina, John Klemack, Jacqueline Klemack
08/29/09	Team Heal "Afternoon of Jazz" Fundraiser	Chris Schauble
09/06/09	Mexican Independence Parade	Victor Franco, Patricia Buchanan, Luis farias
09/06/09	Mexican Ind. Day Parade	Mario Solis, Pablo Pareira
09/08/09	MC-Kickoff Press Conference for CRIMESTOPPERS	Fritz Coleman
09/12/09	Guest Speaker-RED HAT SOCIETY Charity group	Fritz Coleman
09/17/09	YWCA Riverside Women of Achievement Lunch/Awards	Mary Parks
09/20/09	Chinese American Museum Fundraising Dinner	Ted Chen
09/24/09	National Hispanic Media Coalition	Victor Franco, Marisol Acosta, Luis Farias
09/24/09	Justin Armand Arabian Awards	Fritz Coleman
09/24/09	National Hispanic Media Association Impact Awards Luncheon	NBC4 and Telemundo Sponsorship, employees attended luncheon
09/24/09	Pasadena City College	Ted Chen
09/25/09	Chinatown Service Center Dinner	NBC4 Sponsorship, employees attended luncheon
09/26/09	MC-Children's Tumor Foundation Walk	Fritz Coleman
09/26/09	MC-Levitt & Quinn Dinner (Pro-bono legal work for the poor)	Fritz Coleman
09/30/09	Host my FRITZ COLEMAN GOLF EVENT for the Salvation Army	Fritz Coleman
10/02/09	AQMD Awards	Bruce Hensel
10/03/09	Honored by San Fernando Valley Mental Health Center- Sheraton Universal	Fritz Coleman
10/03/09	Good News Foundation Luncheon	Matt Goldberg + 1, Mekahlo Medina, Yvonne Guevara, Robert Kovacik, Reva Hicks + 1, Raul Rodriguez +1
10/06/09	United Way Campaign 10-days	Company-wide donation drive

10/06/09	Asian Pacific American Legal Center Dinner	Craig Robinson, Ted Chen, Gordon Tokumatsu, Pablo Pereira, Andrew Barron, Cary Berglund, Alycia Lane, Keith Esparros, Tim Howick, Erin Dittman
10/09/09	AAJA Trivia Bowl	Company sponsorship, sent team of twelve employees to Trivia Bowl fundraiser
10/10/09	Leukemia & Lymphoma Society Fashion Show Fundraiser	Mary Parks
10/11/09	Evening Under the Stars - Special Needs Network, Inc	Beverly White
10/16/09	100 Black Man Awards/Scholarship Dinner	Chris Schauble
10/18/09	AIDS Walk LA	Marisol Acosta, Victor Franco
10/18/09	AIDS Walk Los Angeles	Company sponsored, provided news coverage, PSA's, website articles, NBC Universal sponsored team
10/19/09	YWCA Embracing Our Diversity Racial Justice Breakfast	Beverly White
10/20/09	Guest speaker at Pasadena Salvation Army Tabernacle	Fritz Coleman
10/22/09	Mid Valley YMCA Gala	Chris Schauble
10/22/09	Luncheon for Shelter Partnership	Fritz Coleman
10/23/09	E. LA Community You Center's Angel Awards Dinner	Kim Baldonado
10/26/09	Guest Speaker at CSUN Media Class	Fritz Coleman
10/28/09	KHEIR Fundraising Dinner	Ted Chen
10/29/09	Guest Speaker at Blind Children's Center Luncheon	Fritz Coleman
11/01/09	Hosted my Annual Comedy Night for Glendale-Crescenta Valley Red Cross at Glendale Centre Theatre	Fritz Coleman
11/04/09	San Gabriel Valley HIV/AIDS Action Summit - City of Hope	Beverly White
11/04/09	Woman of the Year Blood Cancer Fundraiser	Mary Parks
11/06/09	Brotherhood Crusade Dinner Emcee	Chris Schauble
11/06/09	Brotherhood Crusade Dinner	Company sponsorship, employees and on-air talent attended
11/06/09	MC-Air Quality Management District Dinner	Fritz Coleman
11/07/09	Mission Community Hospital Fundraiser	Chris Schauble
11/07/09	United Way HomeWalk	Company sponsorship, provided news coverage and NBC Universal Team
11/07/09	Guest speaker at Orange CO. Rotary Dinner	Fritz Coleman
11/08/09	Little Tokyo Recreation Center Celebration	Gordon Tokumatsu
11/09/09	National Philanthropy Day	Fritz Coleman
11/12/09	MALDEF Dinner	Victor Franco, Azalea Iniguez
11/12/09	MALDEF Dinner	A number of NBC4 & KVEA employees attended
11/12/09	The Americas Theatre Arts Foundation Play Fundraiser	A number of NBC4 employees attended
11/15/09	Oak Park High School Athletic Fundraiser	Fritz Coleman
11/18/09	YWCA Pasadena-Foothill Valley - Women of Excellence	Beverly White
11/19/09	MC-California Hospital Medical Center event at Biltmore	Fritz Coleman
11/20/09	LA Skins Fest- two day event	Company sponsored, provided news coverage with Cary Berglund
11/21/09	MC-Children's Day event for LAPD Gang Unit	Fritz Coleman
11/23/09	Foothill Unity Center	Beverly White
12/09/09	Toys For Tots	Station Initiative
12/09/09	Toys for Tots - Check Donation Marine Corps	News coverage with Fritz Coleman
12/11/09	MC-Los Angeles Rotary Club event with Rose Queen and her Court	Fritz Coleman
01/15/10	Hope 4 Haiti Drive	Colleen Williams, Robert Kovacic
01/16/10	Hope 4 Haiti Drive	Colleen Williams, Elita Loresca, Alycia Lane, John Klemack, Chris Schauble, Angie Crouch
01/17/10	Hope 4 Haiti Drive	Fritz Coleman, Angie Crouch, Kim Baldonado
01/18/10	MLK Day Parade	Chris Schauble, Colleen Williams
01/25/10	USC Mary Murphy Class	Colleen Williams & David Reese
01/28/10	Salvation Army Haiti Relief Fundraiser	3 City fundraiser, Rose Bowl, Anaheim Stadium, and Riverside Speedway. Employees and on-air talent helped raise money for earthquake victims

01/28/10	After School with NBCU/King Drew High School	Rebecca Nieto/Kim Baldonado
01/29/10	Hacienda Heights Elementary Career Day	Chris Schauble
02/05/10	So. Cal. Edison Blk History Employee Event	Chris Schauble
02/05/10	Allesandro Elementary School Career Day	Patrick Healy
02/06/10	College of the Canyons - Spirit of Uganda	Chris Schauble
02/06/10	Cinderellas for Life - Irvine	Elita Loresca attends/news story
21/11/10	CSULA Intern recruitment Luncheon	Victor Franco
02/16/10	USC Annenberg School Black Student Association Honor	Chris Schauble
02/16/10	MC-Dedication of Bob Hope Sculpture at Burbank Airport	Fritz Coleman
02/18/10	AltaMed Dinner	Valle, Acosta, Jimenez
02/26/10	IMPACT Awards	Goncalvez, Buchanan-Shaw
02/27/10	MC-Hillside Home for Abused Children Gala	Fritz Coleman
02/27/10	Loma Linda Children's Hospital Fundraising Dinner	Mary Parks
03/12/10	Global Org For Leadership & Diversity	Gordon Tokumatsu
03/14/10	Special: LA Heroes: Untold Stories of Haiti 3/14@5PM & 11:35PM	Robert Kovacic (talent) Rebecca Nieto Exec. Prod)
03/15/10	Debate: Whitman v Poizner-New Major Calif Host	Conan Nolan Moderator
03/15/10	MC-Glendale Scholastic Bowl	Fritz Coleman
03/16/10	MC-Children's Burn Foundation Dinner	Fritz Coleman
03/18/10	PUENTE Learning Center	Patricia Buchanan, Martha Tapias
03/19/10	USCMAA	Patricia Buchanan, Luis Farias, Fatima Goncalves
03/20/10	California Science Center - Science Matters Progra	Conan Nolan Moderator 2010 Series
03/20/10	Co-MC-California Science Center Gala	Fritz Coleman
03/20/10	California Science Center Dinner	Fritz Coleman (emcee)
03/20/10	California Science Center Dinner	Rebecca Nieto Putting Tape Together
03/21/10	Jack & Jill of America Jazz Brunch & Silent Auction	Beverly White
03/24/10	California Science Center Opening of Exhibit	Fritz Coleman Live Shot
03/25/10	Hollenbeck PALS	Victor Franco, Cristina Coe, Patricia Buchanan
03/26/10	S. Calif. Chinese Lawyers Assoc. Banquet	Ted Chen
03/27/10	Alpha Kappa Alpha Ebony Excellence Scholarship Fundraiser	Beverly White
03/27/10	Crimson Jewels	Beverly White
03/27/10	Delta Sigma Theta Crimson Jewels Scholarship Fundraiser	Beverly White
03/27/10	Airport Marina Counseling Service Fundraiser	Fritz Coleman
03/27/10	Guest Speaker at Airport-Marine Counseling Service Dinner	Fritz Coleman
04/06/10	Cesar Chavez Foundation	Patricia Buchanan,
04/06/10	Alta Loma Elementary Science Day	Carl Bell
04/10/10	MS Walk Irvine (Station Sponsored)	Robert Kovacic (emcee)
04/10/10	Teachers Making a Difference Award - Cherry Blossom Fest.	Ted Chen (emcee)
04/10/10	Estrella Awards	Vikki Vargas
04/11/10	Mariachi Heritage Society	Victor Franco, Ventura Montoya
04/12/10	Southwest Voter project	Victor Franco, Manuel Abud, Ramiro Lopez
04/14/10	The Unforgettables Gala Fundraiser	Mary Parks
04/17/10	MC Laurel Hall School Gala	Fritz Coleman
04/17/10	Goeske Foundation Senior Center Dancing w/Stars Fundraiser	Mary Parks
04/18/10	MS Walk LA (Station Sponsored)	Elita Loresca (emcee)
04/20/10	Burbank Human Relations Council	Fritz Coleman
04/20/10	Guest Speaker at Temple Emmanuel, Burbank	Fritz Coleman
04/21/10	MC-Crown Jewel Club Benefit in Pasadena	Fritz Coleman
04/22/10	MC-New Horizons for Youth Gala-Universal Sheraton	Fritz Coleman
04/25/10	Santa Cecilia Orchestra	Victor Franco, Michelle Cervera
04/25/10	Presented FRITZ COLEMAN SCHOLARSHIP to media student at CSUN	Fritz Coleman
04/26/10	Amigos de Los Ninos	Victor Franco, Dave Armenta

04/27/10	Society of Profession Journalists Distinguished Journalists dinner	Ted Chen
04/28/10	Lewis Warshaw Cancer Dinner (Honors NBC4 Movember Effort)	Chris Schauble, Conan Nolan, Angie Crouch attend
04/29/10	Guest Speaker at Brandeis University Women's Function	Fritz Coleman
05/01/10	Recovery In Action Dinner Fundraiser	Dr. Bruce Hensel
05/01/10	MC-Children's Tumor Foundation Walk	Fritz Coleman
05/01/10	San Bernardino High School mr. Cardinal Ambassador Program	Mary Parks
05/06/10	MC_Valley Interfaith Council Dinner	Fritz Coleman
05/08/10	Riverside Rape Crisis Center Fundraiser	Colleen Williams
05/08/10	Fiesta of the Spanish Horse	Kathy Vara
05/08/10	Riverside Rape Crisis Center Fundraiser	Mary Parks
05/10/10	Guest Speaker at Midnight Mission Dinner	Fritz Coleman
05/13/10	Pasadena Police Dept. Awards Lunch	Beverly White
05/13/10	LA NAACP Dinner	Chris Schauble +3
05/14/10	AltaMed	Marisol Acosta, Victor Franco
05/14/10	Live Broadcast from California Strawberry Festival Oxnard	Fritz Coleman
05/15/10	Mexican Bicentennial	Jose Valle, Victor Franco, Fatima Goncalves, Patricia Buchanan
05/15/10	Strawberry Festival	KVEA news shared with KNBC
05/15/10	Jefferson Transition Programs	Mary Parks
05/16/10	Special Needs Network Pink Pump Affair	Beverly White +6 HOGLA Hon. Diane Watson Hon Wendy Gruel
05/16/10	Strawberry Festival	Company sponsored, PSA's, Fritz Coleman Daytime Host Spots and news coverage
05/16/10	MC at Westview School Fundraising Dinner	Fritz Coleman
05/16/10	GLAD Inc. House of Blues Fundraising Brunch	Rebecca Nieto +3, Roni Jeffery +7, Christa Moore
05/20/10	LA County Asian American Employees Association Heritage Day	Ted Chen
05/22/10	Museum of latin Am. Art	Patricia Buchanan
05/22/10	AIDS Walk Orange County	Company sponsored, Daytime Host Spots, and web Article
05/24/10	Los Angeles Child Guidance Clinic's Awards Luncheon	Beverly White
05/26/10	MC - Constitutional Freedom Foundation Dinner	Fritz Coleman
05/27/10	Alpha Kappa Alpha - Beverly Honore at Ebony Excellence Lunch	Beverly White
05/29/10	Bilingual Foundation of the Arts	Victor Franco
05/29/10	Guest Speaker Veteran's Celebration at Arcadia Park	Fritz Coleman
05/31/10	Memorial Day Celebration at Forset Lawn-Hollywood Hills	Fritz Coleman
05/31/10	MC-Memorial Day Remembrance at Forest Lawn	Fritz Coleman

KNBC	Sales Account Manager - KNBC	02/13/10	COS: NBC - Internal	n/a	n/a	n/a	n/a
KNBC	Local Business Development Sales Manager	03/15/10	COS: NBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Sales Account Manager - KNBC	03/22/10	NBCunicareers.com	n/a	n/a	n/a	n/a
KNBC	Mgr, Information Technology & Digital Media	05/10/10	NBCunicareers.com	n/a	n/a	n/a	n/a

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM, Cont.**

Station	Job Title	Date Job Filled	Recruitment Source of Ultimate Hire	Address of Recruitment Source	Contact Person	Phone	Has this source requested notices?
KVEA	Account Manager	03/29/10	COS: NBC - Internal	n/a	n/a	n/a	n/a
KVEA	National Sales Manager	04/12/10	COS: NBC - Internal	n/a	n/a	n/a	n/a
KWHY	Account Manager	03/01/10	COS: NBC - Internal	n/a	n/a	n/a	n/a
KWHY	Programming Director	04/19/10	COS: NBC - Internal	n/a	n/a	n/a	n/a

NBC/TELEMUNDO IS AN EQUAL OPPORTUNITY EMPLOYER.

- *See attached for a listing of the agencies notified of job opportunities.

KNBC, KVEA and KWHY send a weekly listing of all open positions (Including all those listed above) to the following agencies**:

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?	Email Address
California Chicano News Media Association	300 S. Grand Ave., Suite, Los Angeles, CA 90071-3175	Julio Moran	(213) 437-4408	YES	ccnmainfo@cnma.org
Los Angeles Urban League	3450 Mount Vernon Dr, Los Angeles, 90008	Niki Avila	(323) 299-9660	YES	Lbelt@laul.org & hrdept@laul.org
American Career College	4021 Rosewood Ave., Los Angeles, CA 90004	Alice Hines	(323) 668-7555	YES	alice@americancareer.com
CA Department of Rehabilitation - Workforce Development	2000 Evergreen St, Sacramento, CA 95815	Valerie Massey	(916) 558-5411	YES	wdsinfo@dor.ca.gov
National Association of Broadcast Employees & Technicians	1918 W. Burbank Blvd. Burbank, CA 91506	Deborah Tashjian	(818) 846-0490	YES	deborah.tashjian@nabet53.org
Harbor Work Source Center	8929 S. Sepulveda Blvd. S#300, Los Angeles, CA, 90045-3659	Rosa Alas	(213) 427-8747	YES	dssmith@dor.ca.gov rosa.alas@disabilityrightscalifornia.org
University of Colorado at Boulder, School of Journalism and Mass Communication	584 UCB Boulder, CO 80309-0584	Elizabeth Gaeddert	(303) 492-0460	YES	elizabeth.gaeddert@colorado.edu
The National Association of Hispanic Journalist	529 14th St., NW, Suite 1000 Washington, DC 20045-2001	Kevin Olivas	(202) 662-7168	YES	jobbank@nahj.org kolivas@nahj.org
Native American Journalists Association	555 Dakota Street, Al Neuharth Media Center, Vermillion, SD 57069	Karen Rimsa	(605) 677.5282	YES	info@naja.com
National Black MBA Association Inc	180 N. Michigan Ave., Suite 1400 Chicago, IL 60601	Debby Tarber	(312) 236-2622	YES	HR@nbmbaa.org
Empowering Latinas - Online Resources for Women	PO Box 60865. Pasadena CA 91116	Yasmin Davidds	(866) 857-9879	YES	empoweringlatinas@yasmindavidds.com

**In Addition, All positions are posted on nbcunicareers.com, GE Careers and all positions below Executive level are posted with America's Job Bank. KNBC, KVEA and KWHY run daily TV ads in our three stations (in English on KNBC and Spanish on KVEA & KWHY) directing people interested in a career with NBC/Telemundo to our website.

Furthermore, we run a yearly ad in LA Times Contact Information:

Contact Name: Sue Morrison
 Address: 202 West First Street, 8th fl, Los Angeles, CA 90048
 Phone: 213/237-3159 or Email at: Sue.morrison@latimes.com

ANNUAL PUBLIC FILE EEO REPORT

July 2009
(Covers June 1, 2008 – May 31, 2009)

Call Sign of Station(s): KNBC, KVEA and KWHY

1. List all full-time job vacancies filled by any station covered by this report during the past year.

KNBC	
Date Joined Bus Group	Position Title
02/26/07	Sales Manager - Multi-Platform Business Development
06/01/07	President & GM KNBC
06/18/07	Vice President Finance - LA Stations
06/25/07	Creative Services Director
07/02/07	Manager of Financial Operations
07/02/07	Manager Pricing & Planning
07/16/07	Sales Account Mgr
07/16/07	Sales Account Mgr
07/23/07	Promotions Producer
08/20/07	EVP-Operations & Digital Strategy, KNBC
09/10/07	Manager, Tech Ops
09/24/07	Managing Editor
10/15/07	Inventory Control Analyst
10/15/07	Inventory Control Analyst
10/22/07	Weather Anchor
10/27/07	Digital News Manager
01/02/08	Local TV Reporter AFTRA

KVEA	
Date Joined Bus Group	Position Title
09/10/07	Director Of Human Resources
10/29/07	Account Manager
01/07/08	VP & GM, KVEA - Los Angeles
02/18/08	Executive Producer
03/27/08	Anchor
04/21/08	Photographer

KWHY	
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Date Joined Bus Group	Position Title
09/03/07	Executive Producer for Special Projects
09/17/07	Account Manager
10/29/07	VP & GM, KWHY - Los Angeles
11/26/07	Local Sales Mgr
12/10/07	Account Manager
03/17/08	Account Manager

- For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.

See Attached Spreadsheet.

- In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

KNBC: 28 Interviewees

KVEA & KWHY: 29 Interviewees

- In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

KNBC:

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	
nbcunicareers.com	
Referral	

KVEA and KWHY:

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	10
nbcunicareers.com	8
Internal Transfer	2

Referral	5
Yoh/Daily Hire Temp Pool	4

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

- Online Recruitment: All positions are posted on NBCUniCareers.com, GE Careers, monster.com, hotjobs.com, careerbuilder.com and all positions below Executive level are posted with America's Job Bank.
- Newspaper Ads: KNBC, KVEA and KWHY run monthly ads in the LA Times (in English and Spanish) directing people interested in a career with NBC/Telemundo to our website.
- Agency Outreach: Each week Human Resources sends a listing of all current NBC/Telemundo open positions to the following agencies:
 - California Chicano News Media Association
 - Los Angeles Urban League
 - American Career College
 - CA Department of Rehabilitation - Workforce Development
 - National Association of Broadcast Employees & Technicians
 - Harbor Work Source Center
 - University of Colorado at Boulder, School of Journalism and Mass Communication
 - The National Association of Hispanic Journalists
 - Native American Journalists Association
 - National Black MBA Association Inc
 - Empowering Latinas - Online Resources for Women
- Television: Contact information is broadcast to the public daily (~10x/week) with the phone number and website for current open positions.
- Diversity Job Fairs: KNBC, KVEA and KWHY Human Resources and News Management participate in several job fairs throughout the year:
 - California Chicano News Media Association (CCNMA) Attended by Margie Reid-Garci, KVEA/KWHY HR Coordinator, Victor Franco, KVEA/KWHY VP – Community Affairs and Media Relations, on October 11-12, 2007.
 - Imagen Job Fair – Attended by Dan Owens, KNBC HR Director and Enrique Caballero, KVEA/KWHY HR Director on February, 9, 2008.
- Local Event Participation/Outreach:

NBC/TELEMUNDO IS AN EQUAL OPPORTUNITY EMPLOYER.

- ***See attached for a listing of the agencies notified of job opportunities.**

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM***

Station	Job Title	Date Job Filled	Recruitment Source of Ultimate Hire	Address of Recruitment Source	Contact Person	Phone	Has this source requested notices?
KNBC	Sales Account Manager	6/6/2005	COS: NBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Reporter	6/6/2005	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Digital News Manager	6/20/2005	NBCJobs.com: Current Yoh Employee	n/a	n/a	n/a	n/a
KNBC	Administrative Assistant	6/23/2005	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Field Producer	7/6/2005	NBCJobs.com: Current Intern	n/a	n/a	n/a	n/a
KNBC	Producer	8/15/2005	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Producer	8/22/2005	COS: KNBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Reporter	9/17/2005	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Asst News Director	9/19/2005	COS: KNBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Photographer	10/1/2005	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Local Sales Manager	10/10/2005	COS: KVEA - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	HR Director	11/14/2005	COS: GE - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Assignment Editor	1/17/2006	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Sales Account Manager	1/18/2006	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Sales Assistant	1/23/2006	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Reporter	1/30/2006	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Producer	1/30/2006	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Photographer	2/6/2006	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Asst Mgr, Sales Service & Traffic	2/6/2006	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Sales Account Manager	2/8/2006	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Traffic Coordinator	2/8/2006	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Pricing Analyst	3/6/2006	COS: NBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Traffic Coordinator	3/20/2006	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Technical Director	4/24/2006	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Managing Editor	4/24/2006	COS: NBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Field Producer	5/30/2006	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM, Cont.**

Station	Job Title	Date Job Filled	Recruitment Source of Ultimate Hire	Address of Recruitment Source	Contact Person	Phone	Has this source requested notices?
KVEA	Account Manager	10/29/07	NBCUNICAREERS.com	n/a	n/a	n/a	n/a
KVEA	Executive Producer	02/18/08	NBCUNICAREERS.com	n/a	n/a	n/a	n/a
KVEA	Anchor	03/27/08	Internal transfer	n/a	n/a	n/a	n/a
KVEA	Photographer	04/21/08	COS = Transfer or Promotion	n/a	n/a	n/a	n/a
KVEA	VP & GM, KVEA - Los Angeles	01/07/08	COS = Transfer or Promotion	n/a	n/a	n/a	n/a
KVEA	Director Of Human Resources	09/10/07	COS = Transfer or Promotion	n/a	n/a	n/a	n/a
KWHY	Executive Producer for Special Projects	09/03/07	Yoh/Daily Hire Temp Pool	n/a	n/a	n/a	n/a
KWHY	Account Manager	09/17/07	COS = Transfer or Promotion	n/a	n/a	n/a	n/a
KWHY	VP & GM, KWHY - Los Angeles	10/29/07	COS = Transfer or Promotion	n/a	n/a	n/a	n/a
KWHY	Local Sales Mgr	11/26/07	COS = Transfer or Promotion	n/a	n/a	n/a	n/a
KWHY	Account Manager	12/10/07	NBCUNICAREERS.com	n/a	n/a	n/a	n/a
KWHY	Account Manager	03/17/08	Referral	n/a	n/a	n/a	n/a

KNBC, KVEA and KWHY send a weekly listing of all open positions (Including all those listed above) to the following agencies**:

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?	Email Address
California Chicano News Media Association	300 S. Grand Ave., Suite, Los Angeles, CA 90071-3175	Julio Moran	(213) 437-4408	YES	ccnmainfo@ccnma.org
Los Angeles Urban League	3450 Mount Vernon Dr, Los Angeles, 90008	Ruth Davis	(323) 299-9660	YES	Lbelt@laul.org & hrdept@laul.org
American Career College	4021 Rosewood Ave., Los Angeles, CA 90004	Alice Hines	(323) 668-7555	YES	alice@americancareer.com
CA Department of Rehabilitation - Workforce Development	2000 Evergreen St, Sacramento, CA 95815	Valerie Massey	(916) 263-7310	YES	wdsinfo@dor.ca.gov
National Association of Broadcast Employees & Technicians	1918 W. Burbank Blvd. Burbank, CA 91506	John Alarid	(818) 846-0490	YES	jalarid@nabet53.org
Harbor Work Source Center	8929 S. Sepulveda Blvd. S#300, Los Angeles, CA, 90045- 3659	Daryn Smith	(310) 348-0991	YES	dssmith@dor.ca.gov
University of Colorado at Boulder, School of Journalism and Mass Communication	584 UCB Boulder, CO 80309-0584	Elizabeth Gaeddert	(303) 492-0460	YES	elizabeth.gaeddert@colorado.edu
The National Association of Hispanic Journalist	529 14th St., NW, Suite 1000 Washington, DC 20045-2001	Marissa Silvera	(202) 662-7145	YES	jobbank@nahj.org
Native American Journalists Association	555 Dakota Street, Al Neuharth Media Center, Vermillion, SD 57069	Karen Rimsa	(605) 677.5282	YES	info@naja.com
National Black MBA Association Inc	180 N. Michigan Ave., Suite 1400 Chicago, IL 60601	Debby Tarber	(312) 236-2622	YES	HR@nbmbaa.org
Empowering Latinas - Online Resources for Women	PO Box 60865. Pasadena CA 91116	Yasmin Davidds	(866) 857-9879	YES	empoweringlatinas@yasmindavidds.com

**In Addition, All positions are posted on NBCJobs.com, GE Careers and all positions below Executive level are posted with America's Job Bank. KNBC, KVEA and KWHY run monthly ads in the LA Times (in English and Spanish) directing people interested in a career with NBC/Telemundo to our website.

LA Times Contact Information:

Contact Name: Alma Castellon

Address: 202 West First Street, 8th fl, Los Angeles, CA 90048

Phone: Alma Castellon